

## **SELECTION PROCESS:**

**Note: An applicant must pass each step of the process before moving on to the next step.**

- Application.
- Screening for minimum qualifications.
- Written examination - Applicant must pass a 50 item multiple choice test with a minimum score of 70%.
- Physical fitness test - The test will consist of five events: sit-ups, push-ups, 1.5 mile run, 300 meter run, and agility run. Each event will be scored individually as a pass/fail. Failure of an event will result in disqualification from the selection process and the applicant will not be allowed to participate in the remaining events.
- Qualifications Appraisal Board - Applicant must pass an oral interview involving interpersonal skills and problem solving abilities.
- Spanish Fluency test – for positions to be assigned to immigration enforcement. Applicant must pass a Spanish test.

**Applicants successfully completing the initial testing process will be ranked in numeric order by combined written (40%) and QAB (60%) scores on an eligibility list. Applicants who are claiming preference points and provide the appropriate documentation (i.e., DD214, etc.) will have 5 points added to their final passing score. This documentation MUST be provided to the Department prior to the Qualifications Appraisal Board interviews. Failure to do so will preclude the points from being added to the candidates final passing score. Candidates will be invited to proceed to the next phase of testing in the order of their ranking.**

- Polygraph examination - Applicant must successfully complete a polygraph examination.
- Background investigation - Applicant must pass a background investigation which includes a history of the applicant's driving, civil and criminal records, employment, and use of illegal substances.
- Psychological evaluation - Applicant must successfully complete a two-part evaluation including a written exam and an interview with a psychologist.
- Medical examination - Applicant must successfully complete a pre-employment medical exam.
- Pre-employment drug testing



## PHYSICAL FITNESS TEST – DETENTION TRANSPORT OFFICER

The test will consist of five events: Sit-ups, push-ups, 1.5 mile run, 300 meter run, and agility run. Each event will be scored individually as a pass or fail. The applicant must successfully complete each testing event to continue in the physical fitness testing.

Minimum requirements for the physical fitness test will be based on the following requirements:

<b>FITNESS EVENT</b>	<b>REQUIREMENT</b>
1.5 mile run	17:06 (min:sec)
300 meter run	85.4 seconds
Push-ups	18 reps
Agility run	25.3 seconds
Sit-ups	16 reps

**1.5 MILE RUN** - Walking is permitted, however the applicant must complete the test within the time frame indicated.

**300 METER RUN** – The applicant must run 300 meters within the allotted time frame.

**PUSH-UPS** - The applicant will start with the palms of the hands on the floor, arms straight, legs and back straight. A monitor will place a fist on the floor below the applicant's chest. When told to begin, the applicant will bend the elbow, keeping the legs and back straight, until the chest touches the monitor's fist and then return to the starting position.

**AGILITY RUN** – The applicant begins in a prone position with hands on the start line. On the mark of "Go" the applicant quickly gets to their feet and sprints 30' to the end of the far cone. The applicant's foot must touch or go past the line and then they must return to the start line and turn around the first middle cone. The applicant serpentine the four middle cones up and back; then repeats the sprint to the far cone and back to the finish line.

**SIT-UPS** - The applicant will start by lying on the ground on their back with knees bent and feet on the ground. Bring the shoulders forward until the elbows touch the knees and then return to the start position. This will continue as many times as possible for one minute. The applicant's hands must be placed behind the ears, not allowing the fingertips to break the plane.